



CITY OF HAYWARD
AGENDA REPORT

AGENDA DATE 03/30/04

AGENDA ITEM 7

WORK SESSION ITEM

TO: Mayor and City Council

FROM: Human Resources Director

SUBJECT: Adoption of a Resolution to Extend the Memorandum of Understanding with the Hayward Police Officers' Association

RECOMMENDATION:

It is recommended that the City Council adopt the attached Resolution to extend the Memorandum of Understanding with the Hayward Police Officers' Association, effective the period covering July 1, 2004 to June 30, 2008, pertaining to wages, hours, benefits, and other terms and conditions of employment.

BACKGROUND:

Representatives of the City and the Hayward Police Officers' Association have agreed on the conditions of a four-year extension of the existing Memorandum of Understanding, effective July 1, 2004 through June 30, 2008. No salary increases will be provided during the first two years, followed by a maximum of 4% in year three, and a total compensation survey adjustment in the final year. Given contract settlement patterns in the Bay Area at around 4%, the estimated savings over two years is \$1.8 million. The extension provides maintenance of health, vision, dental and life insurance; a ten-year vesting period for eligibility to receive partial City payment for retiree medical effective July 1, 2004, and a change in the sick leave payoff formula tied to positive attendance. As this is an extension of the current Memorandum of Understanding, a copy of the document is not attached.

Recommended by:

Beth Perrin-Scales, Human Resources Director

Approved by:

Jesús Armas, City Manager

Attachment: Resolution

DRAFT 

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION ACCEPTING MEMORANDUM OF
UNDERSTANDING BETWEEN THE CITY OF HAYWARD
AND THE HAYWARD POLICE OFFICERS ASSOCIATION

BE IT RESOLVED by the City Council of the City of Hayward that the Council does hereby approve that certain Memorandum of Understanding for the period July 1, 2004 through June 30, 2008, between the City of Hayward and the Hayward Police Officers Association, a copy of which is on file in the office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2004

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:

MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____

City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward